

CCWF Inmates Step Up for Fallen Soldiers

40 veteran's flags were stolen in late January from the American Legion Madera Post #11. The fabric enterprise that makes U.S. Flags at Central California Women's Facility is working on replicating the flags that were stolen.

The replacement flags will be presented by CALPIA and CCWF to the American Legion Madera Post #11 during a special ceremony. There is both local and national media interest in the story.

Families of fallen soldiers originally donated the flags (each was draped over their veteran's coffin embroidered with the name), and each traditionally flew proudly at Calvary Cemetery on Memorial and Veteran's day in honor of their ultimate sacrifice for our country.



Photos by
Ryan Anderson, CCWF

New Quality Statement for CALPIA

The quality statement "Building Better Lives for a Safer California", is being replaced with a new one below. The update reflects new thinking on how to best impart the ethos of CALPIA as part of the branding and image component of Goal 3 of the Strategic Business Plan. Division and department managers has been contacted to implement the transition.

Table of Contents

p. 1	CCWF Inmates Step Up for Fallen Soldiers
p. 1	New Quality Statement for CALPIA
p. 2	CALPIA Invests in Staff
p. 2	CTE Carpentry Program working at Granite Bay State Park
p. 3	City of Avenal Certificate of Appreciation Presentation
p. 3	CALPIA is LinkedIn
p. 3	Youthful Offenders Compensate Crime Victims
p. 4	Five New Graduates from MTTC
p. 5	Fiscal Year 2010-11 Mid-Year Review
p. 5	Promotions and Retirements
p. 6	In Case You Missed It.....

CALPIA Invests in Staff

There are two types of employees at CALPIA, those we want to keep, and those we help so we never see again. CALPIA is making a large investment in training programs for you, because you are our future. The training areas are verbal and written communications, leadership, and customer service.

Every CALPIA employee is worth the investment and will become a more valuable asset because of the training. Training directly impacts strategic goals 3 and 4. Please take full advantage of these classes.

All of us should embrace opportunities to grow and learn. Our work lives are much more satisfying when we are challenged and gain skills. The training programs also give us a common language to give feedback to each other that will improve the organization without creating personal conflicts. A highly trained and motivated workforce will drive CALPIA's continued growth, while also making CALPIA a more satisfying place to work for everyone.

The hard part is to determine how effective the training programs are. Here lies the importance of setting training metrics.

Training is a future-oriented performance metric based on activities that drive us to our goals. Several of the training metrics that we have taken on are:

Increased Retention – Higher retention means an efficient training program is at play.

Increased Sales – Training is focused on improving sales performance and customer service.

Increased Operational Efficiency – Here the focus is on productivity and reaching the right results before and after training.

Service-Oriented Results – Surveys and cross-checking survey results is a powerful method to see if our training programs have an impact on the related survey items, specifically staff-focus and their feelings. Moreover, we want to see an increase in customer satisfaction and staff morale after training.



Budgeted cost of training – An internal training department measure set by our stakeholders. An increase in the budgeted amount for training is a positive sign.

Construction Services and Facilities Maintenance - Granite Bay

Construction Services and Facilities Maintenance CTE participants continue working for the Folsom State Parks District at Granite Bay State Park.



Photos by Alan Barrett



City of Avenal Certificate of Appreciation Presentation

Over several months, the furniture factory at Avenal State Prison made carnival games for the City of Avenal. Avenal city officials presented certificates of appreciation to the inmates on January 20.



CALPIA is Linked in

CALPIA now has a "company" profile on social-media networking site, LinkedIn. LinkedIn is an online community catering exclusively to business and professional members interested in extending their range of professional contacts and promoting their enterprises world wide.

LinkedIn users invite people they know and trust to become "linked" to them, and the business connections of invited users are in turn linked. There are currently more than 90 million users in 200 countries.

LinkedIn supports a "Groups" feature as an important driver of member participation and a genuine highlight of the service. Groups are another way to grow and strengthen connections.

A number of CALPIA employees are already on board and others are presently building their profiles. For more information simply go to the home page at www.linkedin.com for a tour. There is no cost to join or to maintain a profile. It's easy to set up and does not need to be tended to daily.

Youthful Offenders Compensate Crime Victims

On February 15th, the Free Venture Program (FVP), a component of the Division of Juvenile Justice (DJJ) that is managed by the California Prison Industry Authority (CALPIA), presented two checks in the amounts of \$9,496.62 and \$6,625.20 to the California Victim Compensation and Government Claims Board at the N.A. Chaderjian Youth Correctional Facility.



Five New Graduates from MTTC

CDCR Secretary Matthew Cate presented graduation certificates to 5 inmate participants of the Career Technical Education commercial dive program at the Marine Technology Training Center at the California Institution for Men on April 6. The program is administered by the California Prison Industry Authority and has a recidivism rate of just 3 percent.

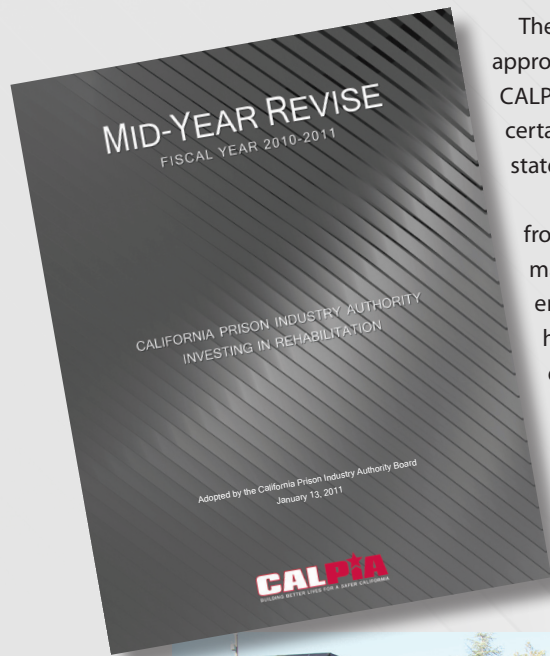


Ms. Arlene Bruckner and Leonard Greenstone with Secretary Cate.



Leonard Greenstone with dive instructor Jeff Powers.

Fiscal Year 2010-11 Mid-Year Revise



The FY 2010-11 Mid-Year Revise has been approved by the Prison Industry Board. CALPIA has suffered from budget crisis uncertainties, furlough disruptions, and lower state spending across the board.

Revenue has declined \$13.6 million from the Annual Plan's projections in manufacturing, services, and agricultural enterprises. However, these declines have been mitigated by lower selling expenses, and reductions in central office and distribution costs. With these adjustments, CALPIA has maintained its self sufficiency and is positioned to grow.

In the current fiscal year, CALPIA will increase its inmate workforce, lower the recidivism rate of the general population, and reduce the cost to state government. In particular, CALPIA has an opportunity to assist the Department of Corrections and Rehabilitation by providing more services that will reduce their costs while increasing inmate work opportunities. In sum, by increasing efficiency in these hard times, CALPIA is positioned to magnify its positive contributions to society, and increase its value to the people of California.



Photos by Alan Barrett

Promotions

Dion "Rick" Howell (CMC) – Industrial Supervisor
James Lasek (ASP) – Prison Industries Manager (General)
Wes Atkinson (MCSP) – Prison Industries Superintendent II
Alfred Flores (COR) – Industrial Warehouse & Distribution Specialist
Nazaria Chamberlain (CTF) – Prison Industries Superintendent I
Craig Winter (CCWF) – Industrial Supervisor
Adolfo Lopez (CMC) – Prison Industries Superintendent I
Jerome Wright (CSP-SAC) – Industrial Warehouse & Distribution Manager I
Rocco Papietro (ASP) – IWD Mgr II, P.I.
Oscar Rodriguez (ASP) – Prison Industries Administrator
Ken Perkins (CMC) – P.I. Supt II (Knitting Mill)
Victor Garcia (CMC) – Prison Industries Administrator
Nicole Collins (OTD) – Prison Industries Manager (General)
Greg Sheffield (CTF) – Prison Industries Manager (General)
Kathi Baucum (IEP) – AGPA
Joyce Brannin (FSP) – Prison Industries Administrator
Paul Baum (CO) – Prison Industries Manager (General)

Promotions, cont.

Steve Irion (CO) – Prison Industries Manager (General)
Gary Bush (CO) – Staff Services Manager II
Andrew Leitch (CO) – Associate Information Systems Analyst (Specialist)
Mace Corona (CO) – Associate Information Systems Analyst (Specialist)
Ryan Hame (CO) – Systems Software Specialist I
Vicki Baumbach – Office Technician (CO)
Donna Bernard – Accounting Technician (CO)

Retirements

Eric Colla (FSP)
Don Moore (CO)
William Woods (CMC)
Charles DeShepper (DVI)

In Case You Missed It.....

MTTC Dive Program Featured on KCET/PBS Los Angeles

KCET/PBS Los Angeles aired a feature on the California Prison Industry Authority (CALPIA) administered dive program at the California Institution for Men on April 7. The program has a recidivism rate of only 3 percent for graduates of the program. See the full video at:

<http://www.youtube.com/user/CaliforniaPIA>

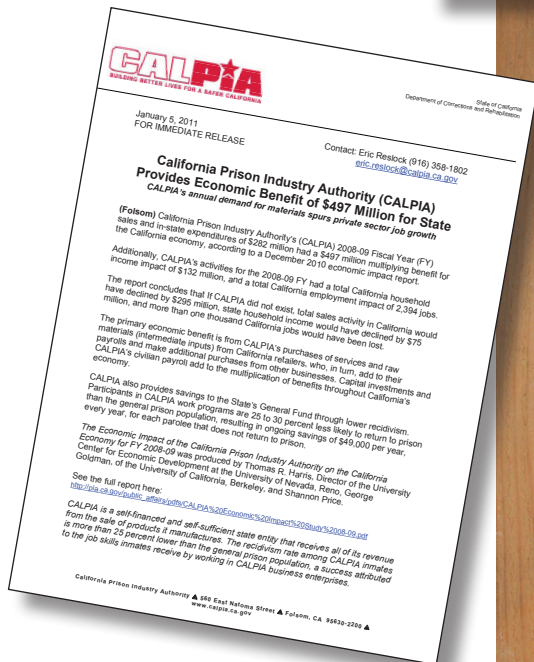


In Case You Missed It....

❖ News 10 Sacramento aired a very positive story about CALPIA's construction services enterprise assisting the State Parks Department. The Folsom Parks District is using construction services to perform facility maintenance as a cost saving measure. Starting in February, CALPIA will start providing similar services at CAL EXPO.

The News10 video is available on CALPIA's Youtube channel, "CaliforniaPIA". Subscribe to receive updates on new postings.

<http://www.youtube.com/user/CaliforniaPIA>



❖ A new study reports CALPIA provided a \$497 million benefit to the state's economy after the 2008-09 Fiscal Year. The report concludes that if CALPIA did not exist, total sales activity in California would have declined by \$295 million and more than a thousand jobs lost. The report is posted on CALPIA's public site here:

http://pia.ca.gov/public_affairs/pdfs/12.30.10EconomicImpact.pdf



Photo by Alan Barrett

In Case You Missed It.....

The New York Times

Enlisting Prison Labor to Close Budget Gaps



Monica Almeida/The New York Times

Inmates at the California Institute for Men at Chino in training to perform underwater welding work.

By **ROBBIE BROWN** and **KIM SEVERSON**

Published: February 24, 2011

JAY, Fla. — Before he went to jail, Danny Ivey had barely seen a backyard garden.

[Enlarge This Image](#)



Monica Almeida/The New York Times

A California program helps inmates learn welding skills so they can repair leaky public water tanks.

But here he was, two years left on his sentence for grand theft, bent over in a field, snapping wide, green collard leaves from their stems. For the rest of the week, Mr. Ivey and his fellow inmates would be eating the greens he picked, and the State of Florida would be saving most of the \$2.29 a day it allots for their meals.

Full story can be found at:

<http://www.nytimes.com/2011/02/25/us/25inmates.html?pagewanted=1&r=2&sq=prison labor&st=cse&scp=1>

In Case You Missed It.....

On April 4, Fox 40 broadcast a feature on California Prison Industry Authority (CALPIA) Construction Services doing facility maintenance at the CalExpo State Fairgrounds. CALPIA inmate participants have been doing facility maintenance for the state park system to keep parks open despite funding problems. The inmates are Career Technical Education participants. The recidivism rate for the program is less than 15 percent, compared to over 60 percent for general population inmates. See the full video at:
<http://www.youtube.com/user/CaliforniaPIA>

